

BILL NO. 94-33

COUNTY COUNCIL
OF
HARFORD COUNTY, MARYLAND

AS AMENDED

BILL NO. 94-33 AS AMENDED

Introduced by Council President Wilson at the request of the County Executive
Legislative Day No. 94-13 Date May 3, 1994

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan and Salary Grade Schedule, Harford County Ordinance No. 93-52, as amended, and to enact a new Classification Plan and Salary Grade Schedule and Pay Plan to stand in lieu of the Ordinances repealed; to provide pay plans for County employees and employees of the following agencies: judicial service employees, State's Attorney employees and the Harford County Sheriff's Office; to further provide for new position plans and salary grades for County classified and exempt employees; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the Harford County Code.

By the Council, May 3, 1994

roduced, read first time, ordered posted and public hearing scheduled

on: May 31, 1994

at: 6:30 p.m.

By Order: James D. Vannoy, Acting Secretary

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on May 31, 1994, and concluded on May 31, 1994

James D. Vannoy, Acting Secretary

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

BILL NO. 94-33

AS AMENDED

Section 1. Be It Enacted By The County Council of Harford County, Maryland, that Harford County Ordinance No. 93-52, Harford County Pay Plan is hereby repealed and that new Pay Plans, Classification and Salary Grade Schedules, Exempt Plan and Grade Schedule, Law Enforcement and Corrections Plans and Schedules, Judicial, Sheriff's Office and State's Attorney Office Plans and Schedules, be, and they are hereby enacted to stand in lieu of the repealed Ordinance, all to read as follows:

Harford County Classification Plan

General Administration:

Grade

Administrative Assistant I	S-06
Administrative Assistant II	S-08
Administrative Specialist	M-10
Aging Program Director	M-14
Alcohol/Drug Coordinator	M-10
Assistant Council Attorney	M-16
Assistant County Attorney	M-16
Assistant County Attorney (Entry Level)	M-13
Assistant Secretary of the Council	S-09
Assistant to Director of Public Works	M-15
Bus Driver	S-02
Bus Driver (Grandfathered)	S-03
Central Services Lead Technician	M-09
CLIENT ADVOCACY SERVICES MANAGER	M-10
Commission for Women Coordinator	M-10
Community Resources Coordinator	S-08
Computer Center Coordinator	M-10

1	Computer Records Assistant	S-06
2	Computer Resource Technician	S-08
3	Crisis Intervention Worker	S-02
4	Deputy Director of Public Works	M-18
5	[Client Services Worker	S-06]
6	Equal Opportunity Officer	S-06
7	Fleet Manager	M-10*
8	*See Management/Technical Pay Schedule	
9	Fuel Systems Specialist	S-08
10	Geographic Information Systems Coordinator - (M-13)	M-15*
11	*See Management/Technical Pay Schedule	
12	GEOGRAPHIC INFORMATION SYSTEMS DATABASE MANAGER	S-13
13	[Grants Coordinator	S-12]
14	GRANTS COORDINATOR	M-10
15	Grants Specialist I	S-06
16	Grants Specialist II	S-08
17	Housing Counselor	S-08
18	Housing Services Coordinator	M-10
19	Human Relations Coordinator	M-10
20	Lead Bus Driver	S-04
21	Legal Assistant I	S-05
22	Legal Assistant II	S-09
23	Legislative Drafter	M-11
24	Legislative Research Assistant	S-06
25	LONG-TERM CARE COORDINATOR	S-08
26	Management Analyst	M-12
27	Management Assistant I	M-10

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1	Management Assistant II	M-12
2	Media Specialist	S-09
3	Nutrition Project Supervisor	S-06
4	Nutrition Site Worker	S-01
5	Personnel Specialist	S-08
6	Personnel Technician	S-07
7	Position Classification Specialist	M-13
8	Producer-Manager	M-11
9	Purchasing Agent I	S-08
10	Purchasing Agent II	S-10
11	Purchasing Agent III	S-12
12	Risk Manager - (M-14)	M-16*
13	*See Management/Technical Pay Schedule	
14	Risk Management Assistant	S-08
15	[Supervisor of Outreach Programs	M-08]
16	Supervisor, Transportation Services	M-10
17	Tourist Development Coordinator	M-10
18	Zoning Hearing Assistant	S-07
19	<u>Building Maintenance Service:</u>	<u>Grade</u>
20	Building Construction and Repair Supervisor	M-10
21	Building Maintenance Worker	S-04
22	Building Maintenance Mechanic I	S-07
23	Building Maintenance Mechanic II	S-09
24	Building Maintenance Supervisor	M-10
25	Chief Custodian	M-05
26	Custodian I	S-01
27	Custodian II	S-03

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1	Facilities Attendant	S-04
2	Master Cabinetmaker/Building Construction	S-10
3	<u>Clerical Service:</u>	<u>Grade</u>
4	Claims Clerk	S-05
5	Clerk Typist I	S-02
6	Clerk Typist II	S-04
7	Fixed Asset Control Clerk	S-03
8	[Legal Clerk	S-05]
9	LEGAL CLERK I	S-03
10	LEGAL CLERK II	S-05
11	Mail Room Clerk-Messenger	S-02
12	Office Aide	S-01
13	Personnel Clerk	S-05
14	Secretary	S-05
15	Secretary, Legal/Legislative	S-06
16	Telecommo-graphics Operator	S-04
17	Timekeeper	S-03
18	<u>Engineering and Related Service:</u>	<u>Grade</u>
19	Chief, Construction Inspection Bureau (Grandfathered)	M-15
20	Chief, Construction Inspection Bureau	M-14
21	Chief Construction Inspector	M-12
22	Chief, Engineering Division	M-16
23	Chief, Environmental Enforcement	M-12
24	Chief, Facilities and Operations Division	
25	(Grandfathered)	M-15
26	Chief, Facilities and Operations Division	M-14
27	Chief, Highways Division	[M-15]M-16

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1	Chief, Land Acquisition	M-13
2	Chief, Solid Waste Management Division	M-15
3	Chief, Traffic and Transportation Division	M-15
4	Chief, Water and Sewer Division	M-16
5	Chief Materials and Testing Inspector	M-12
6	Civil Engineer I	S-11
7	Civil Engineer II	M-13
8	Civil Engineer III (M-14)	M-15*
9	*See Management/Technical Pay Schedule	
10	Construction Inspector I	S-07
11	Construction Inspector II	S-09
12	Construction Inspector III	S-11
13	Drafting Technician I	S-04
14	Drafting Technician II	S-06
15	Drafting Technician III	S-07
16	Drafting Technician IV	S-09
17	Engineering Associate I	S-07
18	Engineering Associate II	S-09
19	Engineering Associate III	S-11
20	Engineering Associate IV	M-12
21	Land Surveyor	M-12
22	Material Inspector I	S-07
23	Material Inspector II	S-09
24	Material Inspector III	S-11
25	Right-of-Way Agent (Grandfathered)	M-11
26	Right-of-Way Agent I	S-09
27	Right-of-Way Agent II	S-11

1	<u>Fiscal and Accounting Service:</u>	<u>Grade</u>
2	Accountant I	M-10
3	Accountant II	M-12
4	Accountant III	M-13
5	Accounting Clerk I	S-05
6	Accounting Clerk II	S-07
7	Accounting Technician	S-09
8	Administrative Budget Technician	M-09
9	Assistant Comptroller	M-12
10	Budget Analyst	M-14
11	Budget Assistant	S-09
12	Cashier I	S-05
13	Cashier II	S-06
14	Chief, Bureau of Accounting	M-14
15	Comptroller	M-14
16	Computer Operations Supervisor	M-11
17	Computer Operator	S-07
18	Computer Operator Trainee	S-05
19	Data Processing Manager	M-16
20	Deputy Treasurer	M-16
21	Internal Auditor I	S-10
22	Internal Auditor II	S-12
23	Programmer	S-09
24	Programmer Analyst	S-12
25	Revenue Control Supervisor	M-10
26	Senior Computer Operator	S-09

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1	Supervisor of Cashiers	M-10
2	Systems Analyst - (M-13)	M-15*
3	*See Management/Technical Pay Schedule	
4	<u>Parks and Recreation Service:</u>	<u>Grade</u>
5	Chief of Parks and Facilities	M-14
6	Chief of Recreation	M-14
7	Community Director	S-10
8	Community Leader	S-06
9	District Supervisor	M-12
10	Park Maintenance Crew Leader	H-07
11	Park Maintenance Worker I	H-03
12	Park Maintenance Worker II	H-05
13	Park Naturalist	S-08
14	Park Security Worker	S-05
15	Parks and Facilities Maintenance Supervisor	M-12
16	<u>Planning and Zoning Service:</u>	<u>Grade</u>
17	Graphics Illustrator	S-06
18	Permits Review Supervisor	M-11
19	Planner I	S-10
20	Planner II	S-12
21	Planner III	M-14
22	Planning and Zoning Division Chief	M-16
23	Planning and Zoning Technician	S-07
24	Planning Assistant I	S-08
25	Planning Assistant II	S-09
26	Zoning Enforcement Coordinator	M-11
27	Zoning Inspector I	S-06

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1	Zoning Inspector II	S-08
2	<u>Public Safety Service:</u>	<u>Grade</u>
3	Animal Control Warden I	S-05
4	Animal Control Warden II	S-07
5	CAPTAIN, PUBLIC SAFETY	S-08
6	Chief, Animal Control Services	M-09
7	Chief, Emergency Management/Operations	M-16
8	Coordinator, Crime Laboratory Services	M-12
9	Deputy Chief, Emergency Operations	M-12
10	LIEUTENANT, PUBLIC SAFETY	S-07
11	[Emergency Equipment Dispatcher (Entry Level)]	S-04]
12	PUBLIC SAFETY DISPATCHER - PROBATIONARY	S-04
13	[Emergency Equipment Dispatcher I	S-06]
14	PUBLIC SAFETY DISPATCHER	S-06
15	[Emergency Equipment Dispatcher II	S-07]
16	[Emergency Equipment Dispatcher III	S-08]
17	Safety Inspector	S-09
18	Safety Officer	M-12
19	<u>Law Enforcement/Corrections:</u>	<u>Grade</u>
20	<u>Law Enforcement:</u>	
21	Captain	L-07
22	Corporal	L-04
23	Lieutenant	L-06
24	Major	L-08
25	Officer	L-02
26	Officer First Class	L-03

1	Officer/Recruit	L 01
2	Sergeant	L 05
3	<u>Corrections:-</u>	
4	Captain	D 07
5	Corporal	D 04
6	Corrections Officer, Recruit	D 01
7	Lieutenant	D 06
8	Major	D 08
9	Officer	D 02
10	Officer First Class	D 03
11	Sergeant	D 05
12	<u>Unranked:-</u>	
13	Classifications Counselor	A 05
14	Crossing Guard	A 00
15	IPC Booking Clerk	A 01
16	Nurse (Registered)	A 07
17	Nurse (Licensed Practical Nurse)	A 05
18	Probationary	A 01
19	Cook	
20	{Police Communication Officer}	
21	Secretary	
22	Records Administrator I	A 06
23	Records Manager	A 10
24	Secretary I	A 02
25	Secretary II	A 03
26	Security Guard	A 03
27	Security Guard (Probation)	A 02
28	Senior Cook	A 02

1	Steward	A-04
2	<u>Labor and Trades Service:</u>	<u>Grade</u>
3	Assistant Foreman	H-09
4	Assistant Storekeeper	H-03
5	Automotive Mechanic I	H-09
6	Automotive Mechanic II	H-11
7	Automotive Mechanic Helper	H-06
8	Chauffeur-Laborer	H-05
9	Equipment Operator I	H-06
10	Equipment Operator II	H-08
11	Equipment Operator III	H-11
12	Laborer	H-01
13	Laborer (Grandfathered)	H-02
14	[Laborer/Trades	H-03]
15	Lubrication Worker	H-08
16	Road Marking Equipment Operator I	H-06
17	Road Marking Equipment Operator II	H-08
18	Storekeeper	H-08
19	Storekeeper/Maintenance Mechanic	H-10
20	Tire Changer	H-03
21	Tractor Trailer Operator	H-07
22	Trades Helper	H-01
23	TRADES/LABORER	H-06
24	Traffic Sign Mechanic I	H-02
25	Traffic Sign Mechanic II	H-04
26	Traffic Sign Mechanic III	H-06

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1	Utility Worker	H-10
2	Water Meter Mechnaic I	H-06
3	Water Meter Mechanic II	H-07
4	Water Meter Mechanic III	H-08
5	Water/Sewer Utility Worker I	H-02
6	Water/Sewer Utility Worker II	H-05
7	Water/Sewer Utility Worker III	H-07
8	Water/Sewer Utility Worker IV	H-09
9	<u>Public Works Operation Service:</u>	<u>Grade</u>
10	Assistant Superintendent of Plant Operations	M-12
11	Automotive Equipment Supervisor	M-11
12	Clerk/Dispatcher	S-05
13	Foreman	M-09
14	Highway Maintenance Supervisor	M-11
15	Laboratory Assistant	S-06
16	Laboratory Supervisor	M-10
17	Laboratory Technician	S-08
18	Landfill Attendant	S-02
19	Landfill Attendant Supervisor	M-05
20	Plant Operator Trainee I (GRANDFATHERED)	S-05
21	PLANT OPERATOR TRAINEE I (WATER OR WASTEWATER)	S-04
22	Plant Operator Trainee II (WATER OR WASTEWATER)	S-06
23	PLANT OPERATOR (WATER OR WASTEWATER)	S-08
24	[Plant Superintendent, Joppatowne/Pump Stations	M-12]
25	PLANT SUPERINTENDENT (COLLECTION/DISTRIBUTION)	M-12
26	Plant Superintendent, Water or Waste Water Operations	M-13

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1	Pre-Treatment Inspector	S-08
2	Pumping Station Mechanic	S-08
3	SENIOR PLANT OPERATOR (WATER OR WASTEWATER)	S-09
4	[Senior Treatment Plant Operator (Joppatowne)	S-08]
5	[Senior Waste Water Treatment Plant Operator	
6	(Grandfathered)	S-08]
7	[Senior Waste Water Treatment Plant Operator (Sod Run)	S-09]
8	[Senior Water Treatment Plant Operator	S-08]
9	Shift Supervisor	M-10
10	Sign Fabricator (Grandfathered)	S-07
11	Superintendent (Hwys.)	M-13
12	Superintendent of Highways, Construction & Drainage	M-13
13	Superintendent of Solid Waste Management	M-10
14	Superintendent of Solid Waste Management	
15	(Grandfathered)	M-13
16	Superintendent, Water and Sewer Facilities	M-13
17	Traffic Assistant	S-04
18	Traffic Operations Supervisor	M-11
19	[Treatment Plant Operator (Joppatowne)	S-07]
20	[Waste Water Treatment Plant Operator	S-07]
21	[Waste Water Treatment Plant Operator (Sod Run)	S-08]
22	[Water Plant Operator	S-07]
23	Water and Sewer Facilities Chief	M-14
24	Water and Sewer Maintenance Supervisor	M-11
25	Water and Sewer Operations Chief	M-15
26	<u>Permits and Inspection Service:</u>	<u>Grade</u>
27	Building Inspector I	S-08

1	Building Inspector II	S-09
2	Building Inspector III	S-11
3	Chief of Building Services	M-14
4	Chief Electrical Inspector	M-13
5	Chief Plumbing Inspector	M-13
6	Electrical Inspector I	S-08
7	Electrical Inspector II	S-09
8	Electrical Inspector III	S-11
9	Environmental Inspector I	S-07
10	Environmental Inspector II	S-09
11	Environmental Sanitarian	S-09
12	Licensing Clerk	S-05
13	Permits Clerk	S-05
14	[Plans Reviewer (Grandfathered)]	S-08]
15	Plans Reviewer	S-09
16	Plumbing Inspector I	S-08
17	Plumbing Inspector II	S-09
18	Plumbing Inspector III	S-11
19	<u>Exempt Personnel:</u>	<u>Grade</u>
20	Administrative Secretary I	E-01
21	Administrative Secretary II	E-02
22	Administrative Secretary III	E-03
23	Chief of Police	E-20
24	County Attorney	E-20
25	Deputy County Attorney	E-17
26	Council Attorney (Part-Time)	E-13

1	Director of Administration	E-21
2	Director of Community Services	E-17
3	Director of Economic Development	E-14
4	Director of Governmental and Community Relations	E-15
5	Director of Inspections, Licenses and Permits	E-18
6	Director of Parks and Recreation	E-18
7	Director of Planning and Zoning	E-18
8	Director of Procurement	E-16
9	Director of Public Works	E-20
10	Personnel Officer	E-16
11	Secretary-County Executive	E-04
12	Secretary-Sheriff	E-02
13	Secretary of the Council	E-12
14	Treasurer	E-20
15	Warden	E-18
16	Zoning Hearing Examiner (Part-Time)	E-16
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Special Funded Positions

Sheriff's Office

	<u>Law Enforcement:</u>	<u>Grade</u>
1		
2		
3		
4	Chief Deputy	L-09
5	Captain	L-07
6	Corporal	L-04
7	Deputy	L-02
8	Deputy First Class	L-03
9	Deputy/Recruit	L-01
10	Lieutenant	L-06
11	Major	L-08
12	Sergeant	L-05
13	<u>Corrections:</u>	
14	Captain	D-07
15	Corporal	D-04
16	Corrections Officer, Recruit	D-01
17	Lieutenant	D-06
18	Major	D-08
19	Officer	D-02
20	Officer First Class	D-03
21	Sergeant	D-05
22	<u>Unranked:</u>	
23	Classifications Counselor	A-05
24	Crossing Guard	A-00
25	IPC Booking Clerk	A-01
26	Nurse (Registered)	A-07

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1	Nurse (Licensed Practical Nurse)	A-05
2	Personnel Specialist	A-10
3	[Police Communication Manager	A-04]
4	[Police Communication Officer	A-02]
5	PRETRIAL SERVICES COORDINATOR	A-06
6	Probationary	A-01
7	Cook	
8	[Police Communication Officer]	
9	Secretary	
10	Records Administrator I	A-06
11	Records Manager	A-10
12	Secretary I	A-02
13	Secretary II	A-03
14	Security Guard	A-03
15	Security Guard (Probation)	A-02
16	Senior Cook	A-02
17	[Senior Police Communication Officer	A-03]
18	Steward	A-04
19	Systems Programmer	A-07
20	Warden	A-15
21	(Note: The above positions are funded by Harford County pursuant	
22	to State law and are included as a schedule of payments only; above	
23	listed positions are not Harford County employment positions.)	
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Special Funded Positions

Judicial

	<u>Grade</u>
ADMINISTRATIVE SECRETARY ASSISTANT	C-06
Court Bailiff	[C-01]C-03
Court Reporter I	[C-11]C-13
Court Reporter II	[C-14]C-16
Jury Commissioner	[C-09]C-12
Law Clerk	[C-07]C-10
Secretary (Administrative)	[C-10]C-12
Secretary I (Judicial)	C-08
SECRETARY II (JUDICIAL)	C-10
SECRETARY III (JUDICIAL)	C-11
Juvenile Master	C-12
Assistant to Jury Commissioner	[C-02]C-06
Social Worker	C-13

(Note: The above positions are funded by Harford County pursuant to State law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

Special Funded Positions

State's Attorney Office*

Assistant State's Attorney I E-08

Assistant State's Attorney II E-11

Assistant State's Attorney III E-15

Deputy State's Attorney/Senior Trial Assistant E-17

*Salaries and classifications for clerical, administrative, investigative, and other personnel shall be determined by the State's Attorney in conformity with the Harford County Pay and Classification Plan.

(Note: The above positions are funded by Harford County pursuant to State law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

1 Section 2. Be It Further Enacted, that this act shall not be
2 codified in the Harford County Code, as amended.

3 Section 3. Be It Further Enacted, that

4 A. Employees covered by the Management/Technical Pay Schedule
5 for fiscal year 1995 will be covered upon the implementation of
6 this plan effective with the first full pay period in July, 1994;

7 B. Step increases may be authorized upon completion of the
8 performance appraisal program for Management/Technical employees.
9 In order to be eligible for a step increase, the employee must
10 achieve satisfactory or better performance appraisal.

11 C. Employees who are ineligible for step increases by virtue
12 of being in the last steps of their respective grades will be
13 eligible to move into the first longevity step of their respective
14 grades (M-L1) if they have achieved at least three years of service
15 at the last step of their respective grades.

16 D. Employees who are in the longevity portion of the salary
17 schedule must remain in each longevity step a minimum of three
18 years before being eligible to move into successive longevity
19 steps.

20 E. Longevity steps may be denied if the employee does not
21 achieve a performance appraisal of satisfactory or better in the
22 year when eligible to move into a longevity step.

23 Section 4. Be It Further Enacted, that

24 A. Effective the first full pay period in July, 1994,
25 employees covered by the Hourly Service Pay Schedule for fiscal
26 year 1995, who have received a performance appraisal of average or

1 better and who are not at the maximum step rates of their grades,
2 will be eligible to receive one step increase upon implementation
3 of the salary schedule; in order to be eligible for movement into
4 longevity steps, employees must achieve at least three years of
5 service at the last step of their respective grades.

6 B. Employees in the longevity portion of the salary schedule
7 must remain in each longevity step a minimum of three years before
8 being eligible to move into successive longevity steps.

9 C. Longevity steps may be denied if the employee does not
10 achieve a performance appraisal of average or better in the year
11 when eligible to move into a longevity step.

12 Section 5. Be It Further Enacted, that

13 A. Effective the first full pay period in July, 1994,
14 employees covered by the Salaried Service Pay Schedule for fiscal
15 year 1995, who have received a performance appraisal of average or
16 better and who are not at the maximum step rates of their grades,
17 will be eligible to receive one step increase upon implementation
18 of the salary schedule;

19 B. In order to be eligible for movement into longevity steps,
20 employees must achieve at least three years of service at the last
21 step of their respective grades.

22 C. Employees in the longevity portion of the salary schedule
23 must remain in each longevity step a minimum of three years before
24 being eligible to move into successive longevity steps.

1 D. Longevity steps may be denied if the employee does not
2 achieve a performance appraisal of average or better in the year
3 when eligible to move into a longevity step.

4 Section 6. Be It Further Enacted, that employees covered by the
5 Exempt Service Pay Schedule who are in the maximum step rates of
6 their grades, may, upon authorization of the County Executive, be
7 authorized payments of one thousand dollars (\$1,000.00) per
8 employee in accordance with Personnel Rules and Regulations for
9 exempt employees.

10 Section 7. Be It Further Enacted, that effective with the first
11 full pay period in July, 1994, Court system employees will be
12 covered by the Judicial Pay Schedule for fiscal year 1995; step
13 increases for court system employees may be authorized by authority
14 of the Chief Administrative Judge.

15 Section 8. Be It Further Enacted, that

16 A. Effective the first full pay period in July, 1994,
17 Sheriff's Office employees will be covered by the Sheriff's Office
18 Pay Schedule for fiscal year 1995.

19 B. The Sheriff may grant step increases on an annual basis
20 based on performance evaluations of meets standards or better.

21 C. In order to be eligible to move into the longevity portion
22 of the salary schedule, the Sheriff's Office employees (excluding
23 law enforcement personnel and correctional officers) must achieve
24 a minimum of three consecutive years of service in the last step of
25 their respective grades. Employees who are in the longevity steps

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1 must remain in each longevity step for a minimum of three
2 consecutive years.

3 D. Longevity steps may be denied if the Sheriff's Office
4 employee does not achieve a performance appraisal of meets
5 standards or better in the year when eligible to move into a
6 longevity step.

7 [Section 9. Be It Further Enacted, that this act shall take effect
8 sixty (60) calendar days from the date it becomes law.]

9 SECTION 9. BE IT FURTHER ENACTED, THAT THIS ACT IS HEREBY DECLARED
10 TO BE AN EMERGENCY ACT, NECESSARY FOR THE PROPER OPERATION OF THE
11 COUNTY GOVERNMENT, AND IT SHALL BECOME LAW ON THE DATE IT IS SIGNED
12 BY THE COUNTY EXECUTIVE; HOWEVER, NO PAYMENTS OR BENEFITS SHALL
13 ACCRUE UNTIL ON OR AFTER 2 JULY 1994.

14 EFFECTIVE: July 2, 1994
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94-33

AS AMENDED

HARFORD COUNTY BILL NO. 94-33 (as amended)

(Brief Title) Pay & Classification Plan

is herewith submitted to the County Council of Harford County for enrollment as being the text as finally passed.

CERTIFIED TRUE AND CORRECT

ENROLLED

James D. Vannoy
Acting Secretary
of the Council

Jeffrey D. Bales
President of the Council

Date June 7, 1994

Date June 7, 1994

BY THE COUNCIL

Read the third time.

Passed: LSD 94-18 (June 7, 1994)

Failed of Passage: _____

By Order

James D. Vannoy
Acting Secretary

Sealed with the County Seal and presented to the County Executive for approval this 8th day of June, 1994 at 3:00 p.m.

James D. Vannoy
Acting Secretary

BY THE EXECUTIVE

William M. Rehmman
COUNTY EXECUTIVE

APPROVED: Date June 9, 1994

BY THE COUNCIL

This Bill (No. 94-33, as amended), having been approved by the Executive and returned to the Council, becomes law on June 9, 1994.

James D. Vannoy
Acting Secretary

EFFECTIVE DATE: July 2, 1994

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